

BAB V

PENUTUP

5.1. Kesimpulan

Berdasarkan hasil analisis data yang telah diuraikan di bagian sebelumnya, dapat disimpulkan:

1. Beban kerja dan konflik peran tidak berhubungan dengan komitmen afektif. Terdapat hubungan negatif dan signifikan antara ambiguitas peran dan komitmen afektif. Secara bersama-sama, dimensi stres kerja memiliki hubungan negatif dan signifikan dengan komitmen afektif, maka H_1 diterima.
2. Beban kerja dan konflik peran tidak memiliki hubungan yang signifikan dengan komitmen keberlanjutan. Pada ambiguitas peran, terdapat hubungan negatif dan signifikan dengan komitmen keberlanjutan. Secara bersama-sama, tidak terdapat hubungan antara dimensi stres kerja dan komitmen keberlanjutan, maka H_2 ditolak.
3. Beban kerja memiliki hubungan negatif dan signifikan dengan komitmen normatif. Tidak ada hubungan yang signifikan antara konflik peran dan komitmen normatif. Terdapat hubungan negatif dan signifikan antara ambiguitas peran dan komitmen normatif. Secara bersama-sama, ada hubungan negatif dan signifikan antara dimensi stres kerja dan komitmen normatif, maka H_3 ditolak.

4. Pada karakter jenis kelamin, tidak terdapat perbedaan dimensi stres kerja pada dosen laki-laki dan perempuan. Begitu pula dengan status perkawinan dan status struktural, tidak ada perbedaan dimensi stres kerja pada dosen yang menikah dan tidak menikah, serta pada dosen yang memiliki jabatan struktural dan yang tidak memiliki jabatan struktural. Akan tetapi, pada status perkawinan terdapat perbedaan ambiguitas peran pada dosen yang menikah dan tidak menikah. Pada karakter usia, tidak ada perbedaan dimensi stres kerja. Namun terdapat perbedaan ambiguitas peran pada 4 kategori usia dan lama bekerja. Begitu juga, ada perbedaan ambiguitas peran pada keempat kategori lama bekerja. Secara keseluruhan, tidak ada perbedaan dimensi stres kerja menurut karakteristik demografi (jenis kelamin, status perkawinan, status struktural, dan usia), tetapi ada perbedaan pada karakteristik lama bekerja, maka H_4 diterima.

5.2. Implikasi Manajerial

Pada penelitian ini, terbukti bahwa komitmen organisasional dosen tetap di Universitas Atma Jaya Yogyakarta (UAJY), yaitu komitmen afektif dan normatif ditentukan oleh dimensi stres kerja, terutama beban kerja dan ambiguitas peran. Komitmen keberlanjutan tidak ditentukan oleh dimensi stres kerja. Bisa disimpulkan bahwa bekerja di UAJY dapat mencukupi kebutuhan hidup dosen dan keluarga, sehingga berapapun tingkat dimensi stres kerja yang dialami dosen, tidak mengalahkan biaya dan risiko yang ditimbulkan jika meninggalkan UAJY.

UAJY perlu memberikan perhatian khusus pada komitmen afektif dan normatif dosen karena kedua jenis komitmen ini berhubungan dengan tingkat dimensi stres kerja. Tingkat dimensi stres kerja yang tinggi bisa menurunkan komitmen afektif dan normatif. Oleh karena itu usaha untuk meminimalkan tingkat dimensi stres kerja perlu dilakukan.

Dari pengolahan statistik deskriptif, diketahui bahwa pada kondisi ketika penelitian ini dibuat, rata-rata komitmen afektif dosen tetap UAJY lebih besar daripada 2 jenis komitmen lainnya. Ketiga jenis komitmen organisasional menunjukkan rata-rata yang tinggi. Selain itu, tingkat dimensi stres kerja menunjukkan tingkat yang rendah. UAJY wajib menjaga komitmen organisasional dosen tetap yang diketahui sudah memiliki rata-rata yang tinggi. Bukan tidak mungkin, jika hanya dibiarkan tanpa ada usaha untuk menjaganya, komitmen organisasional dosen UAJY bisa menurun, apalagi sudah diketahui bahwa komitmen afektif dan normatif berhubungan dengan dimensi stres kerja.

5.3. Keterbatasan Penelitian

Peneliti menyadari bahwa penelitian ini memiliki keterbatasan. Kalimat-kalimat pernyataan pada kuesioner yang terlalu panjang dan sulit dimengerti bisa menyebabkan perbedaan persepsi pada dosen dalam mengartikan butir-butir pernyataan. Selain itu, dalam penelitian ini bisa terdapat *common method varians*, yang terjadi ketika variabel independen dan variabel dependen diisi oleh responden yang sama.

5.4. Saran

Hasil analisis menunjukkan dimensi stres kerja berhubungan dengan komitmen afektif dan komitmen normatif. UAJY perlu melakukan usaha-usaha yang bisa meminimalkan stres kerja pada dosen karena bisa berdampak pada menurunnya komitmen afektif dan komitmen normatif.

Dari hasil uji perbedaan dimensi stres kerja menurut karakteristik demografi, tidak ditemui adanya perbedaan yang signifikan. Apabila UAJY ingin membuat program-program yang berkaitan dengan manajemen stres, hendaknya tidak perlu membedakan konten program berdasarkan karakteristik demografi. Namun untuk dosen-dosen yang belum lama bekerja di UAJY (≤ 10 tahun) perlu diberikan pengarahan yang lebih jelas agar dosen-dosen pada kategori tersebut tidak lagi mengalami ambiguitas peran yang tinggi.

Dari pengolahan statistik deskriptif, ditemukan banyak dosen tetap yang mengalami konflik peran walaupun tingkatannya tidak tinggi. UAJY dapat mengomunikasikan target-target dari setiap peran dengan jelas, sehingga ada kejelasan mengenai peran mana yang harus diprioritaskan.

DAFTAR PUSTAKA

- Bangun, S., (2012), “Alasan Kita Harus Pindah Kerja”, diakses dari http://www.waspada.co.id/index.php?option=com_content&view=article&id=269131:alasan-kita-harus-pindah-kerja&catid=54:gaya-hidup&Itemid=84 pada tanggal 26 Februari 2013.
- Boedijoewono, N., (2007), *Pengantar Statistika Ekonomi dan Bisnis Jilid 1*, Unit Penerbit dan Percetakan STIE YKPN, Yogyakarta.
- Dewi, B.K., (2012), “6 Alasan Pindah Kerja”, diakses dari <http://female.kompas.com/read/2012/10/02/16412292/6.Alasan.Pindah.Kerja> pada tanggal 26 Februari 2013.
- Khatibi, A., Asadi, H., dan Hamidi, M., (2009), “The Relationship Between Job Stress and Organizational Commitment in National Olympic and Paralympic Academy”, *World Journal of Sport Sciences 2*, pp 272-278.
- Kreitner, R., dan Kinicki, A., (2004), *Organizational Behavior*, 6th Edition, McGraw Hill, New York.
- Lind, D.A., Marchal, W.G., dan Wathen, S.A., (2007), *Teknik-teknik Statistika dalam Bisnis dan Ekonomi Menggunakan Kelompok Data Global*, Salemba Empat, Jakarta.
- Lubis, N.R., (2012), “Toloong... Aku Stress!!”, diakses dari <http://www.lptui.com/artikel.php?fl3nc=1¶m=c3VpZD0wMDAyMDAwMDAwOGEmZmlkQ29udGFpbmVyPTY2&cmd=articleDetail> pada tanggal 7 November 2012.

Lussier, R.N., (2008), *Human Relations in Organization*, McGraw Hill, New York.

Mansoor, M., Fida, S., Nasir, S., dan Ahmad, Z., (2011), “The Impact of Job Stress on Employee Job Satisfaction: A Study on Telecommunication Sector of Pakistan”, *Journal of Business Studies Quarterly*, Vol. 2, No.3, pp. 50-56.

Meyer, J.P., dan Allen, N.J., (2004), “TCM Employee Commitment Survey Academic Users Guide 2004”, *Department of Psychology The University of Western Ontario*.

Michael, O., Court, D., dan Petal, P., (2009), “Job Stress and Organizational Commitment among Mentoring Coordinators”, *International Journal of Educational Management*, Vol. 23, No. 3, pp. 266-288.

Purwanto, (2006), *Instrumen Penelitian Sosial dan Pendidikan*, Pustaka Pelajar, Yogyakarta.

Rizwan, M., (2009), “Antecedents of Job Stress and Its Impact on Job Satisfaction”, *European Journal of Developing Country Studies*, Vol. 6.

Robbins, S., dan Coulter, M., (2010), *Manajemen*, Edisi Kesepuluh, Erlangga, Jakarta.

Santoso, S., (2012), *Aplikasi SPSS pada Statistik Parametrik*. Elex Media Komputindo, Jakarta.

Santoso, S., dan Tjiptono, F., (2001), *Riset Pemasaran: Konsep dan Aplikasi dengan SPSS*, Elex Media Komputindo, Jakarta.

Suparmoko, (1991), *Metode Penelitian Praktis*, Edisi 3, BPFE, Yogyakarta.

Sweeney, P.D., dan McFarlin, D.B., (2002), *Organizational Behavior Solutions For Management*, McGraw Hill, New York.

Tim Penyusun, (2008), *Kamus Besar Bahasa Indonesia*, Edisi Keempat, Pusat Bahasa, Jakarta.

Trihendradi, (2012), *Step by Step SPSS 20 Analisis Data Statistik*, Andi, Yogyakarta.

Usman, H., dan Akbar, P.S., (2006), *Pengantar Statistika*, Edisi Kedua, Bumi Aksara: Jakarta.

Wulandari, A., (2012), “Tujuh Alasan Anda Berhenti Bekerja”, diakses dari <http://www.solopos.com/2012/09/22/tujuh-alasan-anda-berhenti-bekerja-331561> pada tanggal 26 Februari 2013.



LAMPIRAN I
KUESIONER

KUESIONER

A. INFORMASI RESPONDEN

Berilah tanda silang (X) pada salah satu pilihan jawaban yang tersedia.

1. Jenis kelamin : ☐ Laki-laki ☐ Perempuan
2. Usia : tahun
3. Status perkawinan : ☐ Menikah ☐ Tidak menikah
☐ Cerai mati ☐ Cerai hidup
4. Lama bekerja di organisasi ini : tahun
5. Status struktural : ☐ Menjabat ☐ Tidak menjabat

B. KUESIONER STRES KERJA

Berilah tanda silang (X) pada salah satu jawaban yang menurut Anda paling sesuai dengan pernyataan yang ada.

STS: Sangat tidak setuju; TS: Tidak setuju; N: Netral; S: Setuju; SS: Sangat setuju

BEBAN KERJA						
No.	Pernyataan	Jawaban				
1.	Saya tidak diberi waktu yang cukup untuk mengerjakan tugas.	STS	TS	N	S	SS
2.	Saya memiliki beban kerja yang berlebihan untuk dikerjakan satu orang.	STS	TS	N	S	SS
3.	Standar kinerja pekerjaan saya terlalu tinggi.	STS	TS	N	S	SS

KONFLIK PERAN						
No.	Pernyataan	Jawaban				
1.	Saya harus melakukan tugas-tugas yang penyelesaiannya dilakukan dengan cara berbeda.	STS	TS	N	S	SS
2.	Saya menerima tugas yang tidak ada orang yang menyelesaikannya.	STS	TS	N	S	SS
3.	Saya bekerja dengan beberapa kelompok yang memiliki perbedaan cara kerja.	STS	TS	N	S	SS
4.	Saya harus melawan aturan/kebijakan untuk melaksanakan tugas.	STS	TS	N	S	SS
5.	Saya menerima tugas yang bertentangan dari dua orang atau lebih.	STS	TS	N	S	SS
6.	Saya melakukan hal-hal yang dapat diterima oleh satu orang, tetapi tidak dapat diterima oleh yang lainnya.	STS	TS	N	S	SS
7.	Saya menerima tugas tanpa materi dan sumber daya yang memadai.	STS	TS	N	S	SS

8.	Saya bekerja untuk hal-hal yang tidak penting.	STS	TS	N	S	SS
----	--	-----	----	---	---	----

AMBIGUITAS PERAN						
No.	Pernyataan	Jawaban				
1.	Saya merasa terjamin dengan otoritas-otoritas yang saya miliki.	STS	TS	N	S	SS
2.	Tujuan dan sasaran pekerjaan saya tergambar dengan jelas.	STS	TS	N	S	SS
3.	Saya telah membagi waktu dengan benar.	STS	TS	N	S	SS
4.	Saya mengetahui apa yang menjadi tanggung jawab saya.	STS	TS	N	S	SS
5.	Saya mengetahui dengan tepat apa yang diharapkan dari saya.	STS	TS	N	S	SS
6.	Keterangan yang ada jelas mengenai pekerjaan-pekerjaan yang sudah diselesaikan.	STS	TS	N	S	SS

C. KUESIONER KOMITMEN ORGANISASIONAL

Berilah tanda silang (X) pada salah satu jawaban yang menurut Anda paling sesuai dengan pernyataan yang ada.

STS: Sangat tidak setuju; TS: Tidak setuju; N: Netral; S: Setuju; SS: Sangat setuju

KOMITMEN AFEKTIF						
No.	Pernyataan	Jawaban				
1.	Saya merasa sangat senang untuk menghabiskan sisa karir saya di organisasi ini.	STS	TS	N	S	SS
2.	Saya merasa masalah yang terjadi di organisasi adalah masalah saya juga.	STS	TS	N	S	SS
3.	Saya tidak merasa ada rasa memiliki yang kuat dengan organisasi saya.	STS	TS	N	S	SS
4.	Saya tidak merasa ada keterikatan emosional dengan organisasi ini.	STS	TS	N	S	SS
5.	Saya tidak merasa seperti bagian keluarga di organisasi ini.	STS	TS	N	S	SS
6.	Organisasi ini memberikan arti mendalam bagi saya.	STS	TS	N	S	SS

KOMITMEN KEBERLANJUTAN						
No.	Pernyataan	Jawaban				
1.	Saat ini, bertahan dalam organisasi ini bukan hanya keinginan, tetapi kebutuhan.	STS	TS	N	S	SS
2.	Sangat berat bagi saya untuk meninggalkan organisasi meskipun saya menginginkannya.	STS	TS	N	S	SS

3.	Hidup saya akan terganggu jika saya memutuskan untuk meninggalkan organisasi ini.	STS	TS	N	S	SS
4.	Saya merasa hanya ada sedikit pilihan jika meninggalkan organisasi ini.	STS	TS	N	S	SS
5.	Jika saya tidak menempatkan diri sepenuhnya di organisasi ini, mungkin saya akan mempertimbangkan bekerja di tempat lain.	STS	TS	N	S	SS
6.	Salah satu konsekuensi negatif apabila meninggalkan organisasi ini adalah kelangkaan alternatif pekerjaan yang tersedia.	STS	TS	N	S	SS

KOMITMEN NORMATIF						
No.	Pernyataan	Jawaban				
1.	Saya tidak memiliki kewajiban untuk tetap bekerja di organisasi ini.	STS	TS	N	S	SS
2.	Saya tidak merasa meninggalkan organisasi ini adalah tindakan yang tepat, bahkan jika itu demi keuntungan saya.	STS	TS	N	S	SS
3.	Saya akan merasa bersalah jika meninggalkan organisasi ini sekarang.	STS	TS	N	S	SS
4.	Organisasi ini layak mendapatkan kesetiaan saya.	STS	TS	N	S	SS
5.	Saya tidak akan meninggalkan organisasi ini sekarang karena saya memiliki kewajiban terhadap orang-orang di dalam organisasi ini.	STS	TS	N	S	SS
6.	Saya berutang banyak pada organisasi ini.	STS	TS	N	S	SS

☺ Terima Kasih ☺



LAMPIRAN II
UJI VALIDITAS DAN
RELIABILITAS

Reliability

Notes

Output Created		16-Jul-2013 17:49:20	
Comments			
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav	
	Active Dataset	DataSet1	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File	64	
	Matrix Input	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY /VARIABLES=beban1 beban2 beban3 konflik1 konflik2 konflik3 konflik4 konflik5 konflik6 konflik7 konflik8 ambiguitas1 ambiguitas2 ambiguitas3 ambiguitas4 ambiguitas5 ambiguitas6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE /SUMMARY=TOTAL.	
Resources	Processor Time	00 00:00:00,016	
	Elapsed Time	00 00:00:00,012	

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	64	100,0
	Excluded ^a	0	,0
	Total	64	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,839	17

Item Statistics

	Mean	Std. Deviation	N
beban1	2,06	,794	64
beban2	2,47	,942	64
beban3	2,38	,724	64
konflik1	3,59	,938	64
konflik2	2,78	,917	64
konflik3	3,55	,991	64
konflik4	2,44	,889	64
konflik5	2,45	,872	64
konflik6	2,77	,921	64
konflik7	2,58	1,066	64
konflik8	2,00	,756	64
ambiguitas1	2,63	,984	64
ambiguitas2	2,20	,780	64
ambiguitas3	2,25	,756	64
ambiguitas4	1,84	,541	64
ambiguitas5	2,11	,737	64
ambiguitas6	2,50	,735	64

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
beban1	40,53	52,063	,531	,826
beban2	40,13	49,794	,609	,821
beban3	40,22	51,570	,644	,822
konflik1	39,00	56,190	,122	,848
konflik2	39,81	52,377	,420	,832
konflik3	39,05	54,744	,209	,845
konflik4	40,16	51,753	,488	,828
konflik5	40,14	53,837	,327	,837
konflik6	39,83	51,637	,476	,829
konflik7	40,02	49,539	,540	,825
konflik8	40,59	51,801	,589	,824
ambiguitas1	39,97	51,872	,419	,832
ambiguitas2	40,39	50,845	,659	,820
ambiguitas3	40,34	54,578	,325	,836
ambiguitas4	40,75	54,857	,454	,832
ambiguitas5	40,48	52,603	,527	,827
ambiguitas6	40,09	54,086	,385	,833

Reliability

Notes

Output Created		16-Jul-2013 17:50:46
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=beban1 beban2 beban3 konflik2 konflik4 konflik5 konflik6 konflik7 konflik8 ambiguitas1 ambiguitas2 ambiguitas3 ambiguitas4 ambiguitas5 ambiguitas6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE /SUMMARY=TOTAL.
Resources	Processor Time	00 00:00:00,016
	Elapsed Time	00 00:00:00,009

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	64	100,0
Excluded ^a	0	,0
Total	64	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,857	15

Item Statistics

	Mean	Std. Deviation	N
beban1	2,06	,794	64
beban2	2,47	,942	64
beban3	2,38	,724	64
konflik2	2,78	,917	64
konflik4	2,44	,889	64
konflik5	2,45	,872	64
konflik6	2,77	,921	64
konflik7	2,58	1,066	64
konflik8	2,00	,756	64
ambiguitas1	2,63	,984	64
ambiguitas2	2,20	,780	64
ambiguitas3	2,25	,756	64
ambiguitas4	1,84	,541	64
ambiguitas5	2,11	,737	64
ambiguitas6	2,50	,735	64

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
beban1	33,39	45,829	,571	,845
beban2	32,98	43,952	,621	,841
beban3	33,08	45,756	,646	,842
konflik2	32,67	47,399	,346	,857
konflik4	33,02	45,666	,512	,848
konflik5	33,00	48,540	,272	,861
konflik6	32,69	45,837	,474	,850
konflik7	32,88	43,667	,553	,846
konflik8	33,45	45,649	,625	,842
ambiguitas1	32,83	45,478	,464	,851
ambiguitas2	33,25	44,794	,689	,839
ambiguitas3	33,20	48,482	,337	,856
ambiguitas4	33,61	48,559	,497	,850
ambiguitas5	33,34	46,547	,548	,846
ambiguitas6	32,95	48,172	,381	,854

Reliability

Notes

Output Created	16-Jul-2013 22:39:42	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=afektif1 afektif2 afektif3 afektif4 afektif5 afektif6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE /SUMMARY=TOTAL.
Resources	Processor Time	00 00:00:00,016
	Elapsed Time	00 00:00:00,010

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	64	100,0
Excluded ^a	0	,0
Total	64	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,766	6

Item Statistics

	Mean	Std. Deviation	N
afektif1	3,78	,678	64
afektif2	3,72	,678	64
afektif3	3,69	,753	64
afektif4	3,80	,739	64
afektif5	3,95	,602	64
afektif6	3,88	,655	64

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
afektif1	19,03	5,904	,438	,750
afektif2	19,09	6,372	,285	,786
afektif3	19,13	5,349	,542	,723
afektif4	19,02	5,317	,570	,715
afektif5	18,86	5,488	,693	,690
afektif6	18,94	5,615	,568	,717

Reliability

Notes

Output Created		16-Jul-2013 22:41:12	
Comments			
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav	
	Active Dataset	DataSet2	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File	64	
	Matrix Input		
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY /VARIABLES=continuance1 continuance2 continuance3 continuance4 continuance5 continuance6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE /SUMMARY=TOTAL.	
Resources	Processor Time	00 00:00:00,000	
	Elapsed Time	00 00:00:00,008	

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	64	100,0
	Excluded ^a	0	,0
	Total	64	100,0

a. Listwise deletion based on all
variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,623	6

Item Statistics

	Mean	Std. Deviation	N
continuance1	3,67	,736	64
continuance2	3,25	,959	64
continuance3	3,23	,868	64
continuance4	2,77	,938	64
continuance5	3,06	,814	64
continuance6	2,59	,938	64

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
continuance1	14,91	7,578	,376	,574
continuance2	15,33	6,224	,522	,503
continuance3	15,34	6,293	,597	,478
continuance4	15,81	6,187	,552	,491
continuance5	15,52	9,968	-,192	,751
continuance6	15,98	6,968	,363	,576

Reliability

Notes

Output Created	16-Jul-2013 23:41:39	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
	Matrix Input	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=continuance1 continuance2 continuance3 continuance4 continuance6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE /SUMMARY=TOTAL.
Resources	Processor Time	00 00:00:00,031
	Elapsed Time	00 00:00:00,058

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	64	100,0
Excluded ^a	0	,0
Total	64	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,751	5

Item Statistics

	Mean	Std. Deviation	N
continuance1	3,67	,736	64
continuance2	3,25	,959	64
continuance3	3,23	,868	64
continuance4	2,77	,938	64
continuance6	2,59	,938	64

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
continuance1	11,84	7,689	,426	,738
continuance2	12,27	6,706	,471	,726
continuance3	12,28	6,428	,633	,665
continuance4	12,75	6,190	,620	,667
continuance6	12,92	6,867	,452	,732

Reliability

Notes

Output Created		16-Jul-2013 23:42:29
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=normatif1 normatif2 normatif3 normatif4 normatif5 normatif6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE /SUMMARY=TOTAL.
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,008

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	64	100,0
	Excluded ^a	0	,0
	Total	64	100,0

a. Listwise deletion based on all
variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,773	6

Item Statistics

	Mean	Std. Deviation	N
normatif1	3,19	,924	64
normatif2	3,14	,906	64
normatif3	3,48	,854	64
normatif4	3,78	,723	64
normatif5	3,56	,814	64
normatif6	3,30	,849	64

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
normatif1	17,27	8,992	,412	,769
normatif2	17,31	10,472	,142	,834
normatif3	16,97	7,999	,703	,691
normatif4	16,67	8,383	,769	,685
normatif5	16,89	8,543	,613	,716
normatif6	17,16	8,420	,606	,717

Reliability

Notes

Output Created	16-Jul-2013 23:42:53	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed revisi.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=normatif1 normatif3 normatif4 normatif5 normatif6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE /SUMMARY=TOTAL.
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,010

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	64	100,0
Excluded ^a	0	,0
Total	64	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,834	5

Item Statistics

	Mean	Std. Deviation	N
normatif1	3,19	,924	64
normatif3	3,48	,854	64
normatif4	3,78	,723	64
normatif5	3,56	,814	64
normatif6	3,30	,849	64

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
normatif1	14,13	7,159	,498	,842
normatif3	13,83	6,684	,692	,783
normatif4	13,53	7,047	,756	,772
normatif5	13,75	6,984	,657	,794
normatif6	14,02	7,031	,605	,808



LAMPIRAN III
KARAKTERISTIK
DEMOGRAFI

Notes

Output Created	15-Mei-2013 19:21:02	
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=beban konflik ambiguitas afektif continuance normatif /PRINT=ONETAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00 00:00:00,016
	Elapsed Time	00 00:00:00,032

Notes

Output Created	20-Mei-2013 16:25:49	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\data bro.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=stres_kerja afektif /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,031

Notes

Output Created		20-Mei-2013 16:39:10
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\data bro.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=stres_kerja continuance /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00 00:00:00,015
	Elapsed Time	00 00:00:00,048

Notes

Output Created		20-Mei-2013 16:40:36
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\data bro.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=stres_kerja normatif /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,000

Notes

Output Created	20-Mei-2013 16:44:28	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPS\data bro.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=normatif stres_kerja2 afektif continuance /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00 00:00:00,032
	Elapsed Time	00 00:00:00,031

Frequencies

Notes

Output Created	20-Mei-2013 17:03:05	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPS\data bro.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=jeniskelamin /ORDER=ANALYSIS.	
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,000

Statistics

jenis kelamin

N	Valid	64
	Missing	0

jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	47	73,4	73,4	73,4
	perempuan	17	26,6	26,6	100,0
	Total	64	100,0	100,0	

Frequencies

Notes

Output Created		20-Mei-2013 17:11:00
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\data bro.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=jeniskelamin usia statusperkawinan lamabekerja statusstruktural /ORDER=ANALYSIS.
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,000

Statistics

		jenis kelamin	usia	status perkawinan	lama bekerja	status struktural
N	Valid	64	64	64	64	64
	Missing	0	0	0	0	0

Frequency Table

jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	47	73,4	73,4	73,4
	perempuan	17	26,6	26,6	100,0
	Total	64	100,0	100,0	

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<=30	8	12,5	12,5	12,5
	31-40	10	15,6	15,6	28,1
	41-50	29	45,3	45,3	73,4
	>50	17	26,6	26,6	100,0
	Total	64	100,0	100,0	

status perkawinan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Menikah	54	84,4	84,4	84,4
	Tidak menikah	10	15,6	15,6	100,0
	Total	64	100,0	100,0	

lama bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<=10	14	21,9	21,9	21,9
	11-20	22	34,4	34,4	56,3
	21-30	24	37,5	37,5	93,8
	>30	4	6,3	6,3	100,0
	Total	64	100,0	100,0	

status struktural

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	menjabat	23	35,9	35,9	35,9
	tidak menjabat	41	64,1	64,1	100,0
	Total	64	100,0	100,0	



LAMPIRAN IV
STATISTIK DESKRIPTIF

Descriptives

Notes

Output Created	16-Jul-2013 23:26:57	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=beban konflik ambiguitas /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,007

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
beban	64	1,0000000	4,3333335	2,302083331	,7070288474
konflik	64	1,3333334	4,1666665	2,502604170	,5987142088
ambiguitas	64	1,0000000	3,5000000	2,255208336	,5228202805
Valid N (listwise)	64				

Descriptives

Notes

Output Created	16-Jul-2013 23:27:30	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=afektif continuance normatif /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,014

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
afektif	64	2,8333333	5,0000000	3,802083327	,4656404030
continuance	64	1,4	5,0	3,103	,6314
normatif	64	1,6	5,0	3,463	,6472
Valid N (listwise)	64				



LAMPIRAN V
ANALISIS KORELASI
PEARSON

Correlations

Notes

Output Created		16-Jul-2013 22:57:55
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=beban konflik ambiguitas afektif continuance normatif /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00 00:00:00,015
	Elapsed Time	00 00:00:00,043

Correlations

		beban	konflik	ambiguitas	afektif
beban	Pearson Correlation	1	,521	,554	-,193
	Sig. (2-tailed)		,000	,000	,126
	N	64	64	64	64
konflik	Pearson Correlation	,521	1	,446	-,180
	Sig. (2-tailed)	,000		,000	,155
	N	64	64	64	64
ambiguitas	Pearson Correlation	,554	,446	1	-,381
	Sig. (2-tailed)	,000	,000		,002
	N	64	64	64	64
afektif	Pearson Correlation	-,193	-,180	-,381	1
	Sig. (2-tailed)	,126	,155	,002	
	N	64	64	64	64
continuance	Pearson Correlation	-,140	,071	-,288	,439
	Sig. (2-tailed)	,271	,579	,021	,000
	N	64	64	64	64
normatif	Pearson Correlation	-,324	-,205	-,379	,584
	Sig. (2-tailed)	,009	,104	,002	,000
	N	64	64	64	64

Correlations

		continuance	normatif
beban	Pearson Correlation	-,140	-,324
	Sig. (2-tailed)	,271	,009
	N	64	64
konflik	Pearson Correlation	,071	-,205
	Sig. (2-tailed)	,579	,104
	N	64	64
ambiguitas	Pearson Correlation	-,288	-,379
	Sig. (2-tailed)	,021	,002
	N	64	64
afektif	Pearson Correlation	,439	,584
	Sig. (2-tailed)	,000	,000
	N	64	64
continuance	Pearson Correlation	1	,453
	Sig. (2-tailed)		,000
	N	64	64
normatif	Pearson Correlation	,453	1
	Sig. (2-tailed)	,000	
	N	64	64

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

Notes

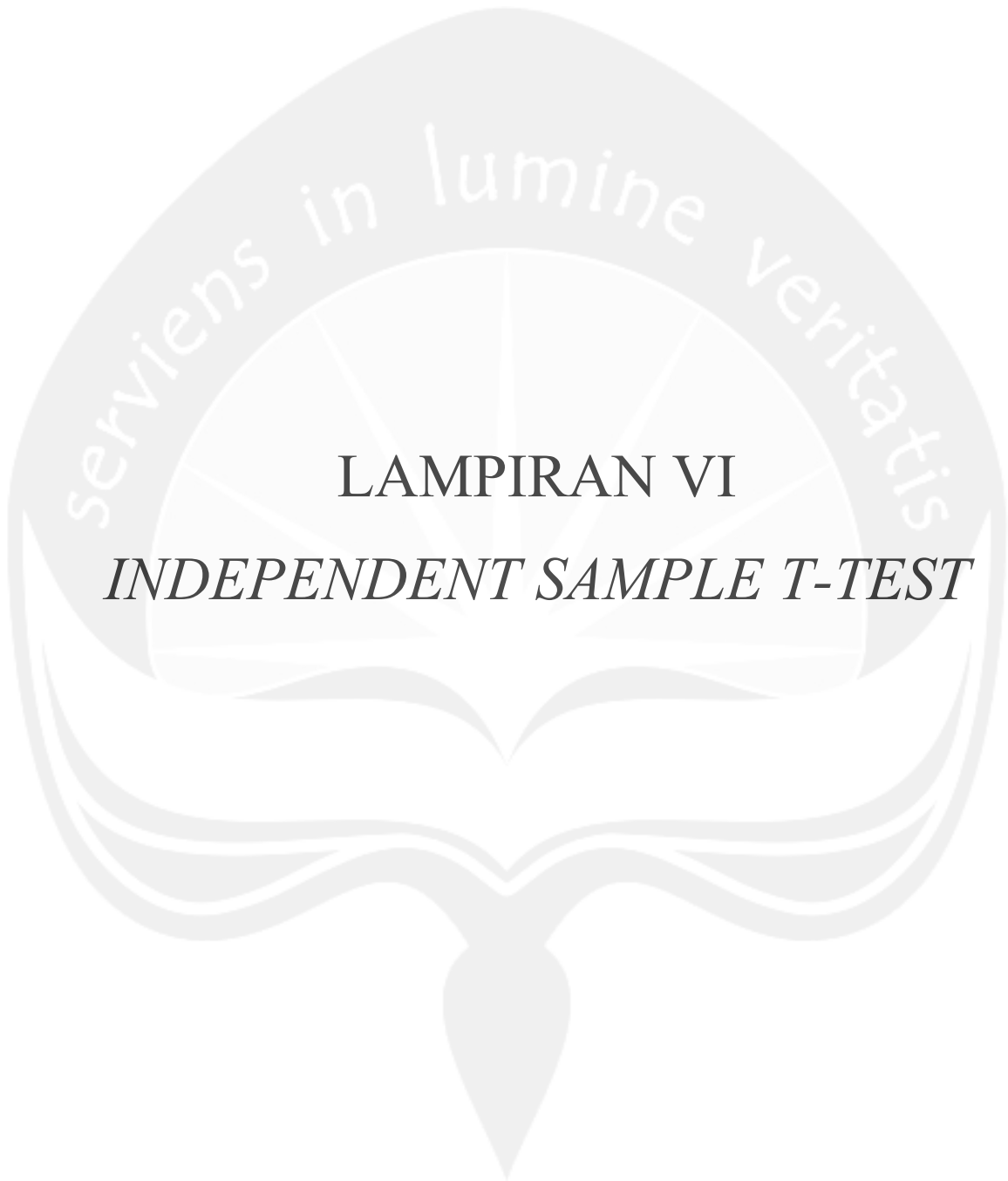
Output Created	16-Jul-2013 23:00:02	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=stres afektif continuance normatif /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00 00:00:00,016
	Elapsed Time	00 00:00:00,046

Correlations

		stres	afektif	continuance	normatif
stres	Pearson Correlation	1	-,295	-,138	-,366
	Sig. (2-tailed)		,018	,278	,003
	N	64	64	64	64
afektif	Pearson Correlation	-,295	1	,439	,584
	Sig. (2-tailed)	,018		,000	,000
	N	64	64	64	64
continuance	Pearson Correlation	-,138	,439	1	,453
	Sig. (2-tailed)	,278	,000		,000
	N	64	64	64	64
normatif	Pearson Correlation	-,366	,584	,453	1
	Sig. (2-tailed)	,003	,000	,000	
	N	64	64	64	64

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).



LAMPIRAN VI

INDEPENDENT SAMPLE T-TEST

T-Test

Notes

Output Created	16-Jul-2013 23:13:49	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on the cases with no missing or out-of-range data for any variable in the analysis.
Syntax	T-TEST GROUPS=jeniskelamin(1 2) /MISSING=ANALYSIS /VARIABLES=beban konflik ambiguitas stres /CRITERIA=CI(.95).	
Resources	Processor Time	00 00:00:00,016
	Elapsed Time	00 00:00:00,147

Group Statistics

	jenis kelamin	N	Mean	Std. Deviation	Std. Error Mean
beban	laki-laki	47	2,283687940	,7289020552	,1063212921
	perempuan	17	2,352941176	,6611289664	,1603473271
konflik	laki-laki	47	2,485815611	,5803024588	,0846458132
	perempuan	17	2,549019600	,6634419266	,1609083023
ambiguitas	laki-laki	47	2,198581560	,5243333632	,0764818816
	perempuan	17	2,411764718	,5004083253	,1213668459
stres	laki-laki	47	2,322695022	,5040946520	,0735297621
	perempuan	17	2,437908476	,4984088699	,1208819068

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
beban	Equal variances assumed	,004	,952
	Equal variances not assumed		
konflik	Equal variances assumed	,135	,714
	Equal variances not assumed		
ambiguitas	Equal variances assumed	,000	,984
	Equal variances not assumed		
stres	Equal variances assumed	,161	,690
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means			
		t	df	Sig. (2-tailed)	Mean Difference
beban	Equal variances assumed	-,344	62	,732	-,0692532360
	Equal variances not assumed	-,360	31,073	,721	-,0692532360
konflik	Equal variances assumed	-,370	62	,712	-,0632039894
	Equal variances not assumed	-,348	25,404	,731	-,0632039894
ambiguitas	Equal variances assumed	-1,453	62	,151	-,2131831581
	Equal variances not assumed	-1,486	29,607	,148	-,2131831581
stres	Equal variances assumed	-,810	62	,421	-,1152134542
	Equal variances not assumed	-,814	28,665	,422	-,1152134542

Independent Samples Test

		t-test for Equality of Means		
		Std. Error Difference	95% Confidence Interval of the Difference	
			Lower	Upper
beban	Equal variances assumed	,2015185008	-,4720829794	,3335765073
	Equal variances not assumed	,1923940811	-,4616063153	,3230998432
konflik	Equal variances assumed	,1706202272	-,4042689637	,2778609850
	Equal variances not assumed	,1818141784	-,4373556445	,3109476658
ambiguitas	Equal variances assumed	,1466791548	-,5063906106	,0800242945
	Equal variances not assumed	,1434551829	-,5063209309	,0799546148
stres	Equal variances assumed	,1422551628	-,3995774729	,1691505644
	Equal variances not assumed	,1414887321	-,4047371560	,1743102475

T-Test

Notes

Output Created	16-Jul-2013 23:14:18	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on the cases with no missing or out-of-range data for any variable in the analysis.
Syntax		T-TEST GROUPS=statusperkawinan (1 2) /MISSING=ANALYSIS /VARIABLES=beban konflik ambiguitas stres /CRITERIA=CI(.95).
Resources	Processor Time	00 00:00:00,016
	Elapsed Time	00 00:00:00,012

Group Statistics

	status perkawinan	N	Mean	Std. Deviation	Std. Error Mean
beban	menikah	54	2,271604937	,7154306417	,0973577788
	tidak menikah	10	2,466666660	,6703601516	,2119864932
konflik	menikah	54	2,506172843	,6244183440	,0849725738
	tidak menikah	10	2,483333340	,4611445613	,1458267144
ambiguitas	menikah	54	2,185185189	,5064227575	,0689154083
	tidak menikah	10	2,633333330	,4634811818	,1465656187
stres	menikah	54	2,320987639	,5076478579	,0690821234
	tidak menikah	10	2,527777764	,4484770383	,1418208919

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
beban	Equal variances assumed	,002	,964
	Equal variances not assumed		
konflik	Equal variances assumed	,880	,352
	Equal variances not assumed		
ambiguitas	Equal variances assumed	,014	,906
	Equal variances not assumed		
stres	Equal variances assumed	,028	,868
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means			
		t	df	Sig. (2-tailed)	Mean Difference
beban	Equal variances assumed	-,799	62	,427	-,1950617230
	Equal variances not assumed	-,836	13,098	,418	-,1950617230
konflik	Equal variances assumed	,110	62	,913	,0228395026
	Equal variances not assumed	,135	15,839	,894	,0228395026
ambiguitas	Equal variances assumed	-2,601	62	,012	-,4481481411
	Equal variances not assumed	-2,767	13,309	,016	-,4481481411
stres	Equal variances assumed	-1,203	62	,234	-,2067901256
	Equal variances not assumed	-1,311	13,647	,212	-,2067901256

Independent Samples Test

		t-test for Equality of Means		
		Std. Error Difference	95% Confidence Interval of the Difference	
			Lower	Upper
beban	Equal variances assumed	,2441067113	-,6830240860	,2929006401
	Equal variances not assumed	,2332741100	-,6986365007	,3085130547
konflik	Equal variances assumed	,2077517910	-,3924504101	,4381294153
	Equal variances not assumed	,1687772761	-,3352479768	,3809269820
ambiguitas	Equal variances assumed	,1722764900	-,7925239377	-,1037723445
	Equal variances not assumed	,1619592977	-,7972157599	-,0990805223
stres	Equal variances assumed	,1719582696	-,5505298085	,1369495574
	Equal variances not assumed	,1577514030	-,5459557494	,1323754983

T-Test

Notes

Output Created	16-Jul-2013 23:14:48	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on the cases with no missing or out-of-range data for any variable in the analysis.
Syntax		T-TEST GROUPS=statusstruktural(1 2) /MISSING=ANALYSIS /VARIABLES=beban konflik ambiguitas stres /CRITERIA=CI(.95).
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,010

Group Statistics

	status struktural	N	Mean	Std. Deviation	Std. Error Mean
beban	menjabat	23	2,376811591	,7337763941	,1530029549
	tidak menjabat	41	2,260162600	,6972652806	,1088945419
konflik	menjabat	23	2,659420291	,6675718235	,1391983476
	tidak menjabat	41	2,414634151	,5453362213	,0851672092
ambiguitas	menjabat	23	2,253623170	,5432542375	,1132763390
	tidak menjabat	41	2,256097576	,5178716540	,0808779644
stres	menjabat	23	2,429951676	,5495170363	,1145822228
	tidak menjabat	41	2,310298088	,4736865479	,0739774101

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
beban	Equal variances assumed	,036	,850
	Equal variances not assumed		
konflik	Equal variances assumed	1,358	,248
	Equal variances not assumed		
ambiguitas	Equal variances assumed	,000	,991
	Equal variances not assumed		
stres	Equal variances assumed	,022	,883
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means			
		t	df	Sig. (2-tailed)	Mean Difference
beban	Equal variances assumed	,630	62	,531	,1166489913
	Equal variances not assumed	,621	43,757	,538	,1166489913
konflik	Equal variances assumed	1,588	62	,117	,2447861401
	Equal variances not assumed	1,500	38,581	,142	,2447861401
ambiguitas	Equal variances assumed	-,018	62	,986	-,0024744060
	Equal variances not assumed	-,018	43,876	,986	-,0024744060
stres	Equal variances assumed	,915	62	,364	,1196535880
	Equal variances not assumed	,877	40,311	,386	,1196535880

Independent Samples Test

		t-test for Equality of Means		
		Std. Error Difference	95% Confidence Interval of the Difference	
			Lower	Upper
beban	Equal variances assumed	,1850797427	-,2533201427	,4866181253
	Equal variances not assumed	,1877975651	-,2618913959	,4951893785
konflik	Equal variances assumed	,1541232900	-,0633019268	,5528742070
	Equal variances not assumed	,1631858863	-,0854031917	,5749754719
ambiguitas	Equal variances assumed	,1372966241	-,2769264470	,2719776349
	Equal variances not assumed	,1391861132	-,2830079341	,2780591220
stres	Equal variances assumed	,1307547915	-,1417215159	,3810286920
	Equal variances not assumed	,1363882070	-,1559310295	,3952382056



Oneway

Notes

Output Created		16-Jul-2013 23:20:45
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on cases with no missing data for any variable in the analysis.
Syntax		ONEWAY beban konflik ambiguitas stres BY usia /STATISTICS DESCRIPTIVES /MISSING ANALYSIS /POSTHOC=BTUKEY ALPHA (0.05).
Resources	Processor Time	00 00:00:00,047
	Elapsed Time	00 00:00:00,142

Descriptives

		N	Mean	Std. Deviation	Std. Error
beban	<=30	8	2,416666663	,5270462714	,1863389963
	31-40	10	2,500000000	,7243558143	,2290614210
	41-50	29	2,356321845	,8258282963	,1533524648
	>50	17	2,039215671	,4983633483	,1208708662
	Total	64	2,302083331	,7070288474	,0883786059
konflik	<=30	8	2,375000013	,3303437321	,1167941466
	31-40	10	2,549999990	,8536413882	,2699451092
	41-50	29	2,649425290	,5461714213	,1014214868
	>50	17	2,284313735	,5766423043	,1398563017
	Total	64	2,502604170	,5987142088	,0748392761
ambiguitas	<=30	8	2,708333325	,4341567260	,1534975825
	31-40	10	2,416666670	,5733268717	,1813018758
	41-50	29	2,229885062	,4968427932	,0922613905
	>50	17	1,990196082	,4268366672	,1035230979
	Total	64	2,255208336	,5228202805	,0653525351
stres	<=30	8	2,500000000	,3142696693	,1111111071
	31-40	10	2,488888880	,6419278370	,2029954058
	41-50	29	2,411877376	,5073353460	,0942098086
	>50	17	2,104575144	,4119559414	,0999139917
	Total	64	2,353298596	,5012591606	,0626573951

Descriptives

		95% Confidence Interval for Mean		Minimum	Maximum
		Lower Bound	Upper Bound		
beban	<=30	1,976044953	2,857288372	2,0000000	3,3333333
	31-40	1,981827066	3,018172934	1,3333334	3,6666667
	41-50	2,042193561	2,670450129	1,0000000	4,3333335
	>50	1,782980881	2,295450460	1,0000000	3,0000000
	Total	2,125472780	2,478693883	1,0000000	4,3333335
konflik	<=30	2,098825741	2,651174284	2,0000000	3,0000000
	31-40	1,939341728	3,160658252	1,3333334	4,1666665
	41-50	2,441672792	2,857177788	1,8333334	4,0000000
	>50	1,987831620	2,580795850	1,5000000	3,6666667
	Total	2,353049811	2,652158530	1,3333334	4,1666665
ambiguitas	<=30	2,345369219	3,071297431	2,1666667	3,5000000
	31-40	2,006533333	2,826800007	1,6666666	3,5000000
	41-50	2,040896171	2,418873953	1,0000000	3,1666667
	>50	1,770736919	2,209655246	1,0000000	2,6666667
	Total	2,124611716	2,385804956	1,0000000	3,5000000
stres	<=30	2,237263981	2,762736019	2,0555556	3,0000000
	31-40	2,029681369	2,948096391	1,6666666	3,6666667
	41-50	2,218897331	2,604857421	1,4444444	3,5000000
	>50	1,892766943	2,316383344	1,4444444	3,0555556
	Total	2,228087783	2,478509409	1,4444444	3,6666667

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
beban	Between Groups	1,757	3	,586	1,182	,324
	Within Groups	29,736	60	,496		
	Total	31,493	63			
konflik	Between Groups	1,588	3	,529	1,513	,220
	Within Groups	20,995	60	,350		
	Total	22,583	63			
ambiguitas	Between Groups	3,116	3	1,039	4,418	,007
	Within Groups	14,105	60	,235		
	Total	17,220	63			
stres	Between Groups	1,507	3	,502	2,105	,109
	Within Groups	14,322	60	,239		
	Total	15,829	63			

Post Hoc Tests

Homogeneous Subsets

beban

Tukey B ^{a,b}

usia	N	Subset for alpha = 0.05
		1
>50	17	2,039215671
41-50	29	2,356321845
<=30	8	2,416666663
31-40	10	2,500000000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean
Sample Size = 12,567.
b. The group sizes are
unequal. The harmonic mean
of the group sizes is used.
Type I error levels are not
guaranteed.

konflik

Tukey B ^{a,b}

usia	N	Subset for alpha = 0.05
		1
>50	17	2,284313735
<=30	8	2,375000013
31-40	10	2,549999990
41-50	29	2,649425290

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean
Sample Size = 12,567.
b. The group sizes are
unequal. The harmonic mean
of the group sizes is used.
Type I error levels are not
guaranteed.

ambiguitas

Tukey B^{a,b}

usia	N	Subset for alpha = 0.05	
		1	2
>50	17	1,990196082	
41-50	29	2,229885062	2,229885062
31-40	10	2,416666670	2,416666670
<=30	8		2,708333325

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 12,567.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

stres

Tukey B^{a,b}

usia	N	Subset for alpha = 0.05
		1
>50	17	2,104575144
41-50	29	2,411877376
31-40	10	2,488888880
<=30	8	2,500000000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 12,567.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Oneway

Notes

Output Created	16-Jul-2013 23:22:19	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on cases with no missing data for any variable in the analysis.
Syntax		ONEWAY beban konflik ambiguitas stres BY lamabekerja /STATISTICS DESCRIPTIVES /MISSING ANALYSIS /POSTHOC=BTUKEY ALPHA (0.05).
Resources	Processor Time	00 00:00:00,062
	Elapsed Time	00 00:00:00,063

Descriptives

		N	Mean	Std. Deviation	Std. Error
beban	<=10	14	2,499999993	,5955676750	,1591721565
	11-20	22	2,500000009	,7817359843	,1666666719
	21-30	24	2,069444438	,6808574295	,1389794408
	>30	4	1,916666650	,1666667000	,0833333500
	Total	64	2,302083331	,7070288474	,0883786059
konflik	<=10	14	2,488095243	,7085083318	,1893568167
	11-20	22	2,606060605	,6716981809	,1432065333
	21-30	24	2,465277783	,4914219957	,1003110948
	>30	4	2,208333350	,3695592846	,1847796423
	Total	64	2,502604170	,5987142088	,0748392761
ambiguitas	<=10	14	2,630952371	,5437232071	,1453161396
	11-20	22	2,348484850	,4957733756	,1056992388
	21-30	24	1,979166671	,3971897084	,0810760097
	>30	4	2,083333375	,3967460121	,1983730061
	Total	64	2,255208336	,5228202805	,0653525351
stres	<=10	14	2,539682529	,5158589425	,1378691016
	11-20	22	2,484848464	,5451894705	,1162347857
	21-30	24	2,171296289	,4144196018	,0845930470
	>30	4	2,069444400	,2540819090	,1270409545
	Total	64	2,353298596	,5012591606	,0626573951

Descriptives

		95% Confidence Interval for Mean		Minimum	Maximum
		Lower Bound	Upper Bound		
beban	<=10	2,156129455	2,843870531	2,0000000	3,6666667
	11-20	2,153397691	2,846602327	1,3333334	4,3333335
	21-30	1,781943560	2,356945315	1,0000000	3,6666667
	>30	1,651462738	2,181870562	1,6666666	2,0000000
	Total	2,125472780	2,478693883	1,0000000	4,3333335
konflik	<=10	2,079014711	2,897175774	1,3333334	4,1666665
	11-20	2,308246315	2,903874894	1,5000000	4,0000000
	21-30	2,257768474	2,672787093	2,0000000	3,6666667
	>30	1,620282060	2,796384640	1,8333334	2,6666667
	Total	2,353049811	2,652158530	1,3333334	4,1666665
ambiguitas	<=10	2,317015938	2,944888805	1,6666666	3,5000000
	11-20	2,128671250	2,568298450	1,3333334	3,1666667
	21-30	1,811448166	2,146885175	1,0000000	2,5000000
	>30	1,452021935	2,714644815	1,8333334	2,6666667
	Total	2,124611716	2,385804956	1,0000000	3,5000000
stres	<=10	2,241834443	2,837530614	1,6666666	3,6666667
	11-20	2,243124994	2,726571933	1,6111112	3,5000000
	21-30	1,996302239	2,346290340	1,4444444	3,0555556
	>30	1,665143384	2,473745416	1,8888888	2,4444444
	Total	2,228087783	2,478509409	1,4444444	3,6666667

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
beban	Between Groups	3,303	3	1,101	2,344	,082
	Within Groups	28,190	60	,470		
	Total	31,493	63			
konflik	Between Groups	,618	3	,206	,563	,642
	Within Groups	21,965	60	,366		
	Total	22,583	63			
ambiguitas	Between Groups	4,115	3	1,372	6,280	,001
	Within Groups	13,106	60	,218		
	Total	17,220	63			
stres	Between Groups	1,984	3	,661	2,867	,044
	Within Groups	13,845	60	,231		
	Total	15,829	63			

Post Hoc Tests

Homogeneous Subsets

beban

Tukey B^{a,b}

lama bekerja	N	Subset for alpha = 0.05
		1
>30	4	1,916666650
21-30	24	2,069444438
<=10	14	2,499999993
11-20	22	2,500000009

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9,791.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

konflik

Tukey B^{a,b}

lama bekerja	N	Subset for alpha = 0.05
		1
>30	4	2,208333350
21-30	24	2,465277783
<=10	14	2,488095243
11-20	22	2,606060605

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9,791.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

ambiguitas

Tukey B^{a,b}

lama bekerja	N	Subset for alpha = 0.05	
		1	2
21-30	24	1,979166671	
>30	4	2,083333375	
11-20	22	2,348484850	2,348484850
<=10	14		2,630952371

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9,791.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

stres

Tukey B^{a,b}

lama bekerja	N	Subset for alpha = 0.05
		1
>30	4	2,069444400
21-30	24	2,171296289
11-20	22	2,484848464
<=10	14	2,539682529

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 9,791.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Oneway

Notes

Output Created	17-Jul-2013 21:05:27	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on cases with no missing data for any variable in the analysis.
Syntax		ONEWAY beban konflik ambiguitas stres BY usia /STATISTICS HOMOGENEITY /MISSING ANALYSIS.
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,007

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
beban	2,802	3	60	,047
konflik	2,011	3	60	,122
ambiguitas	,692	3	60	,561
stres	1,808	3	60	,155

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
beban	Between Groups	1,757	3	,586	1,182	,324
	Within Groups	29,736	60	,496		
	Total	31,493	63			
konflik	Between Groups	1,588	3	,529	1,513	,220
	Within Groups	20,995	60	,350		
	Total	22,583	63			
ambiguitas	Between Groups	3,116	3	1,039	4,418	,007
	Within Groups	14,105	60	,235		
	Total	17,220	63			
stres	Between Groups	1,507	3	,502	2,105	,109
	Within Groups	14,322	60	,239		
	Total	15,829	63			

Oneway

Notes

Output Created	17-Jul-2013 21:05:59	
Comments		
Input	Data	D:\Tugas Kuliah\SEKERIPSI\SEKERIPSI FIX\REVISI SEKERIPSI\data reversed valid.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	64
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each analysis are based on cases with no missing data for any variable in the analysis.
Syntax	ONEWAY beban konflik ambiguitas stres BY lamabekerja /STATISTICS HOMOGENEITY /MISSING ANALYSIS.	
Resources	Processor Time	00 00:00:00,000
	Elapsed Time	00 00:00:00,008

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
beban	2,519	3	60	,066
konflik	1,575	3	60	,205
ambiguitas	1,298	3	60	,283
stres	1,371	3	60	,260

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
beban	Between Groups	3,303	3	1,101	2,344	,082
	Within Groups	28,190	60	,470		
	Total	31,493	63			
konflik	Between Groups	,618	3	,206	,563	,642
	Within Groups	21,965	60	,366		
	Total	22,583	63			
ambiguitas	Between Groups	4,115	3	1,372	6,280	,001
	Within Groups	13,106	60	,218		
	Total	17,220	63			
stres	Between Groups	1,984	3	,661	2,867	,044
	Within Groups	13,845	60	,231		
	Total	15,829	63			



LAMPIRAN VIII
DATA JAWABAN RESPONDEN

responden	beban1	beban2	beban3	konflik1	konflik2	konflik3	konflik4	konflik5	konflik6	konflik7
1	1	2	2	4	2	2	2	2	3	2
2	2	2	2	4	2	4	2	2	2	2
3	2	5	2	4	3	2	2	2	2	2
4	2	2	2	1	2	4	4	2	4	2
5	2	2	2	4	2	5	2	2	3	4
6	2	2	2	4	2	4	2	2	2	2
7	2	2	2	4	2	4	2	2	2	2
8	1	2	2	4	4	4	3	2	4	2
9	1	2	2	4	2	2	1	2	4	2
10	2	2	2	4	3	2	3	3	3	2
11	2	2	2	2	2	2	2	2	2	2
12	1	2	2	3	3	4	3	3	4	2
13	2	4	3	4	2	4	2	4	4	4
14	2	2	2	4	2	4	2	2	2	2
15	1	3	2	4	2	4	2	2	2	2
16	2	4	4	5	5	5	4	4	4	5
17	1	1	2	5	5	5	3	4	3	2
18	1	2	2	4	2	2	3	2	2	3
19	2	2	2	2	2	2	2	2	2	2
20	2	2	2	2	2	2	2	1	3	2
21	2	2	2	4	3	4	2	2	2	2
22	3	2	3	4	4	2	3	4	4	4
23	4	5	4	3	3	4	3	3	3	4
24	3	3	2	4	4	4	4	4	4	4
25	2	3	2	4	3	4	2	3	3	2
26	2	2	2	4	2	4	2	2	2	4
27	2	2	2	4	4	4	4	2	2	2
28	2	2	2	4	2	3	2	2	3	2
29	3	4	4	5	4	5	2	3	2	4
30	4	3	3	3	3	4	3	2	3	2
31	2	2	2	3	2	4	1	2	2	1
32	2	2	2	2	2	3	3	2	4	5
33	4	4	3	4	3	4	4	4	3	3
34	2	3	2	4	3	5	2	2	3	2
35	3	3	3	4	4	3	4	3	3	3
36	2	4	3	4	2	4	3	3	3	3
37	2	2	3	2	2	4	2	2	2	2
38	2	2	2	2	2	2	2	2	2	1
39	2	2	4	4	3	3	2	2	2	4
40	2	3	4	4	3	3	3	2	2	2
41	2	2	2	4	4	4	2	3	3	4
42	2	2	2	2	2	5	3	2	2	2
43	4	4	3	4	3	4	4	2	4	4
44	2	2	2	3	2	3	2	2	2	2
45	3	2	3	4	3	4	3	4	5	3
46	1	2	2	4	2	5	2	2	2	2
47	2	2	2	3	3	3	1	1	1	1
48	1	1	2	5	2	4	1	1	4	1
49	2	4	3	3	3	3	3	3	3	3
50	2	4	4	4	3	4	2	2	3	1
51	2	3	3	4	3	3	2	3	4	4
52	2	2	2	3	2	3	2	2	2	3
53	4	4	3	4	4	4	3	3	3	4
54	2	2	2	2	3	3	2	2	2	4
55	2	2	2	2	3	3	2	2	3	4
56	3	3	3	4	4	4	4	3	4	4
57	1	2	2	5	2	4	2	2	4	2
58	1	1	1	5	5	5	1	5	1	1
59	2	2	2	3	2	5	2	2	2	2
60	1	1	1	5	1	1	5	5	1	1
61	1	1	1	3	4	4	1	2	2	2
62	2	3	2	4	3	2	2	2	2	3
63	3	3	3	2	2	3	2	2	3	2
64	2	2	3	4	4	4	2	2	4	2

konflik8	ambiguitas1	ambiguitas2	ambiguitas3	ambiguitas4	ambiguitas5	ambiguitas6	afektif1	afektif2	afektif3	afektif4
2	2	2	2	2	2	2	2	4	4	4
2	2	1	2	1	2	2	2	4	4	2
2	3	2	2	2	2	2	2	4	4	4
2	2	2	4	2	4	2	4	4	4	2
2	2	1	1	1	3	3	4	4	5	5
2	2	2	2	2	1	2	4	4	2	2
2	2	2	2	2	2	2	4	4	4	4
2	1	3	2	1	3	4	4	3	3	4
1	1	2	2	1	2	2	4	4	4	5
2	3	3	2	2	2	3	3	3	3	3
2	4	4	3	2	2	2	4	3	3	4
3	4	3	2	2	3	3	3	3	3	4
2	4	2	3	2	2	3	3	3	4	4
2	4	2	2	2	2	2	4	4	4	4
2	2	2	2	2	2	2	4	4	4	4
3	4	4	4	2	4	3	4	4	4	4
1	2	2	2	2	2	2	4	4	4	4
2	3	2	2	1	1	2	3	3	3	3
2	2	2	2	2	2	2	4	4	4	4
1	2	1	2	2	2	2	5	4	4	4
3	4	3	3	2	2	4	4	4	4	4
3	3	2	2	2	2	2	4	4	4	4
4	4	3	2	2	3	3	4	4	4	4
4	2	3	2	2	2	3	3	3	4	4
2	2	2	2	2	2	2	4	4	3	4
3	2	2	2	2	2	2	2	4	4	4
2	2	2	2	3	4	3	5	4	2	2
2	3	2	3	2	2	2	4	4	4	4
1	3	2	2	2	2	2	4	4	3	4
1	2	3	2	3	3	2	4	4	2	3
1	2	1	1	1	2	1	4	5	5	4
2	2	2	2	2	2	3	4	4	4	4
3	4	2	3	2	3	3	3	4	3	3
1	3	3	4	2	2	3	3	4	3	4
2	2	2	2	2	2	3	2	3	3	3
1	2	2	3	2	2	3	4	3	4	4
1	2	2	3	2	2	3	4	4	4	2
2	5	1	1	1	1	1	4	4	4	4
2	3	2	2	2	2	2	4	4	4	4
2	3	3	2	2	2	3	4	4	4	4
2	2	2	1	1	1	2	4	4	4	4
2	2	2	3	2	2	3	4	4	3	4
4	5	4	3	2	2	3	2	4	3	3
2	3	2	2	2	2	2	3	3	3	3
2	4	3	2	2	3	3	3	4	4	5
2	2	2	2	1	1	4	5	5	5	5
1	3	1	1	1	1	3	4	3	4	4
1	2	2	4	1	1	3	3	3	5	3
3	3	3	3	3	3	3	3	3	3	4
2	4	3	3	3	4	4	3	3	4	4
2	2	4	2	3	3	3	4	3	4	4
2	4	3	4	1	2	3	4	4	4	4
3	3	2	2	2	2	2	5	4	4	4
2	2	2	3	2	2	2	4	4	4	4
2	3	3	2	2	2	3	3	3	3	3
3	4	3	2	2	2	2	4	3	3	3
1	2	2	2	1	1	3	4	4	4	4
1	1	1	1	1	1	1	5	1	5	5
2	1	1	2	2	2	2	4	5	4	4
1	1	1	1	1	1	1	5	5	5	5
1	2	1	2	2	2	2	4	2	4	4
2	3	2	3	2	2	3	4	4	4	4
2	2	2	2	2	2	2	4	4	4	4
2	2	2	2	2	2	2	4	4	4	4

afektif5	afektif6	continuanc	continuanc	continuanc	continuanc	continuanc	continuanc	normatif1	normatif2	normatif3
4	4	4	4	4	4	2	4	2	4	2
4	4	4	4	4	2	2	2	4	4	4
4	4	4	3	3	3	3	3	4	2	3
4	4	4	4	4	4	4	2	4	2	4
5	4	5	4	4	4	2	3	4	4	4
2	4	4	2	2	2	2	2	2	4	3
4	4	4	4	3	2	4	2	4	2	4
4	3	2	2	1	1	4	1	1	4	2
5	4	3	2	3	2	2	2	4	4	4
3	3	3	3	4	4	3	2	3	3	4
4	4	4	4	4	4	4	3	2	2	4
4	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	2	4	3	2	4	3
4	4	4	3	4	3	3	3	4	2	4
5	4	4	3	3	2	3	1	3	3	3
4	4	4	3	4	4	3	2	4	3	5
4	5	4	4	3	3	2	3	4	2	4
2	3	3	3	3	3	3	3	2	3	3
4	4	4	4	4	4	3	2	2	4	4
4	4	3	2	3	2	2	2	4	4	4
4	5	3	4	3	2	4	1	2	4	4
4	4	3	3	3	3	3	3	3	3	3
4	4	2	2	3	3	3	4	3	2	2
4	3	3	3	3	3	4	2	2	3	3
4	5	4	4	4	3	3	2	2	3	2
4	4	4	4	3	2	3	3	4	3	4
4	3	3	2	2	2	2	2	3	4	3
4	4	4	3	3	3	2	2	3	3	4
4	4	2	4	3	4	4	2	2	3	3
4	4	3	3	3	2	4	2	3	3	3
5	5	5	5	4	2	3	2	4	2	4
4	4	4	2	4	3	3	3	3	4	3
3	3	3	2	3	2	3	2	4	4	4
4	3	4	3	3	3	3	4	4	3	4
3	3	3	3	3	3	3	3	2	3	3
4	4	3	3	3	3	2	3	3	3	3
4	3	4	2	3	2	3	2	3	3	4
4	2	4	2	2	2	4	2	4	3	4
4	4	4	4	2	2	4	2	4	4	4
4	3	3	3	2	2	4	3	4	3	3
5	5	4	5	5	2	4	2	4	2	4
4	4	4	3	3	4	3	3	3	4	4
3	4	4	4	4	1	4	1	2	1	1
4	3	3	3	2	2	4	2	3	3	3
4	4	3	2	3	3	3	5	3	4	5
5	5	5	1	4	2	2	2	5	5	5
4	4	4	4	2	2	3	2	3	3	2
3	3	4	2	2	1	2	1	2	3	3
4	4	3	3	3	3	3	3	3	3	3
4	4	3	2	3	3	3	3	3	4	3
4	4	4	4	3	2	4	2	3	4	4
4	4	4	2	3	3	3	3	4	3	2
4	4	5	5	5	4	4	4	2	5	5
4	4	4	4	4	2	4	2	2	4	3
4	4	3	3	2	3	3	3	3	2	3
3	3	4	4	2	3	3	3	4	3	3
4	4	4	2	3	2	4	2	4	2	3
5	5	5	5	5	5	1	5	5	1	5
4	5	4	4	4	4	4	4	2	2	4
5	5	5	5	5	5	1	5	5	5	5
3	3	4	4	2	2	3	4	4	3	3
4	4	4	4	4	4	3	3	3	3	4
4	4	2	4	4	2	2	2	4	2	4
4	4	4	3	4	4	3	4	4	4	4

normatif4	normatif5	normatif6	jeniskelami	usia	statusperk	lamabekerj	statusstruktural
3	2	3	1	4	2	3	1
4	4	4	1	3	1	2	1
4	3	3	2	3	1	2	1
4	4	4	1	4	1	4	2
4	4	4	2	2	1	2	2
4	4	4	1	3	1	2	2
4	4	4	1	4	1	4	2
3	4	3	2	3	1	2	2
4	4	3	1	4	1	3	2
3	3	3	1	3	1	2	1
4	4	3	2	3	1	2	2
3	3	2	2	3	1	2	1
5	4	4	2	2	2	2	2
4	4	2	1	4	1	3	1
4	4	3	1	4	1	3	2
4	4	3	2	2	1	1	1
5	5	4	1	3	1	3	2
3	3	3	1	4	1	4	2
4	4	3	2	3	1	2	2
4	4	4	1	4	1	4	2
4	4	4	1	1	2	1	2
3	3	3	1	4	1	3	2
2	2	2	1	3	1	2	1
3	3	2	1	3	1	2	1
4	3	4	1	2	1	1	1
4	3	3	1	3	1	3	2
4	4	4	1	1	1	1	2
4	4	4	1	1	2	1	1
3	3	4	2	3	1	3	2
3	3	3	1	3	1	2	2
4	4	5	1	4	1	2	2
4	3	3	2	3	1	3	1
3	4	3	1	3	2	2	1
4	5	3	1	1	2	1	1
3	3	3	1	3	1	2	2
3	4	3	1	1	1	2	1
4	2	4	1	2	1	1	2
4	3	4	1	3	1	2	1
4	3	4	2	3	1	3	2
4	3	4	1	3	1	3	2
5	4	3	1	3	1	3	1
4	3	3	1	4	1	3	1
2	2	1	1	3	1	2	2
3	4	3	2	1	2	1	2
5	4	4	1	3	1	2	2
5	5	4	1	4	1	3	2
3	3	3	2	2	1	1	2
2	2	1	2	2	1	2	2
3	3	3	2	2	1	1	2
4	3	3	1	1	2	1	2
4	3	3	2	1	2	1	2
4	5	3	1	2	1	1	2
5	4	3	1	2	1	1	2
4	2	3	2	3	2	3	2
3	3	2	1	3	1	2	2
4	3	2	1	4	1	3	1
4	4	3	1	3	1	3	2
5	5	5	1	4	1	3	2
4	5	5	1	4	1	3	1
5	5	5	1	3	1	3	1
4	3	3	1	3	1	3	2
4	4	3	1	4	1	3	1
4	4	4	1	4	1	3	2
4	4	4	1	3	1	3	1



LAMPIRAN IX
SURAT KETERANGAN RISET



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Teknik

SURAT KETERANGAN
Nomor : 1212/XI/U/2013

Yang bertanda tangan dibawah ini :

Nama : Dr. Ir. AM. Ade Lisantono, M.Eng
NPP : 01.88.265
Jabatan : Dekan Fakultas Teknik

Menyatakan bahwa :

Nama : Yovena Melinda Agustiawan
No. MHS. : 090317621
Program Studi : Manajemen

Adalah benar telah melakukan penelitian dengan menyebarkan kuessioner guna mengumpulkan data untuk keperluan penulisan skripsi dengan judul **"Pengaruh Iklim Organisasai terhadap Komitmen Organisasi pada Dosen di Univertsitas Atma Jaya Yogyakarta.**

Demikian surat keterangan ini kami buat dengan sesungguhnya dan agar dapat dipergunakan sebagaimana mestinya.

Yogyakarta, 19 Juni 2013



Dekan
Dr. Ir. AM. Ade Lisantono, M.Eng.
FAKULTAS TEKNIK



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Ilmu Sosial dan Ilmu Politik

SURAT KETERANGAN

No : 575/IX

Dekan Fakultas Ilmu Sosial dan Ilmu Politik Universitas Atma Jaya Yogyakarta
menerangkan bahwa :

Nama : YOVENA MELINDA AGUSTIAWAN
No. Mhs : 17621/EM

telah melakukan penelitian (penyebaran kuesioner) dengan topik **Hubungan Antara
Stres Kerja dan Komitmen Organisasi pada Dosen UAJY di Fakultas Ilmu Sosial
dan Ilmu Politik Universitas Atma Jaya Yogyakarta.**

Demikian surat keterangan ini dibuat untuk dapat dipergunakan seperlunya.

Dibuat di : Yogyakarta
Pada tanggal : 20 Juni 2013

w/ Dekan,

Dr. Lukas S. Ispandriarno, MA
ILMU SOSIAL DAN ILMU POLITIK



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Teknologi Industri

SURAT KETERANGAN

Nomor : 485 / I. A2

Yang bertanda tangan di bawah ini :

Nama : Ir. B. Kristyanto, M.Eng., Ph.D.
NPP : 05.91.343
Jabatan : Dekan
Fakultas Teknologi Industri
Universitas Atma Jaya Yogyakarta

menerangkan bahwa

Nama : Yovena Melinda Agustiawan
No. Mahasiswa : 17621 / EM

Telah melakukan pencarian data dengan penyebaran kuesioner kepada dosen Fakultas Teknologi Industri Universitas Atma Jaya Yogyakarta.

Demikian surat keterangan ini dibuat untuk dipergunakan seperlunya.

Yogyakarta, 20 Juni 2013

FAKULTAS
TEKNOLOGI INDUSTRI
Ir. B. Kristyanto, M.Eng., Ph.D.



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Ekonomi

SURAT KETERANGAN

Nomor: 1997/SKR/II

Pimpinan Fakultas Ekonomi Universitas Atma Jaya Yogyakarta menerangkan bahwa:

Nama : Yovena Melinda Agustiawan
Nomor mahasiswa : 17621/EM

untuk keperluan menyusun skripsinya yang bersangkutan telah melakukan penelitian terhadap Dosen Tetap Fakultas Ekonomi Universitas Atma Jaya Yogyakarta dengan menyebar kuesioner.

Demikian, untuk menjadikan pemeriksaan bagi pihak-pihak yang berkepentingan.

Yogyakarta, 19 Juni 2013

Wakil Dekan I,



A. Jatmiko Wibowo, SE., SIP., MSF.



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Teknobiologi

SURAT KETERANGAN

Nomor : 272/X/FTB/2013

Yang bertanda tangan di bawah ini Dekan Fakultas Teknobiologi Universitas Atma Jaya Yogyakarta,

N a m a : Drs. A. Wibowo Nugroho Jati, MS.
N P P : 08.92.402
Pangkat / Golongan : Pembina / IVa

Menerangkan mahasiswa tersebut di bawah ini :

N a m a : **YOVENA MELINDA AGUSTIAWAN**
Fakultas : **Ekonomi**
Program Studi : **Manajemen**
Nomor Pokok Mahasiswa : **17621/EM**

Telah melakukan Riset/Penyebaran Kuesioner "**Hubungan Antara Dimensi Stres Kerja dan Komitmen Organisasi pada Dosen UAJY**" dengan responden Dosen Fakultas Teknobiologi Universitas Atma Jaya Yogyakarta

Harap yang berkepentingan maklum, dan surat keterangan ini dapat dipergunakan sebagaimana mestinya.

Yogyakarta, 19 Juni 2013

Dekan

FAKULTAS
TEKNOBIOLOGI

Drs. A. Wibowo Nugroho Jati, MS.



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Hukum

SURAT KETERANGAN

Nomor : 0388/V/FH UAJY/VII/13

Yang bertanda tangan di bawah ini saya :

Nama : FX. Endro Susilo, SH., L. LM.
Jabatan : Wakil Dekan I
Fakultas Hukum
Universitas Atma Jaya Yogyakarta

Menerangkan bahwa :

Nama : **YOVENA MELINDA AGUSTIAWAN**
NIM : **17621/EM**

Yang bersangkutan telah melaksanakan riset di Fakultas Hukum UAJY, berkaitan dengan penulisan skripsi dengan judul : " Hubungan Antara Dimensi Stres Kerja dan Komitmen Organisasi pada Dosen Universitas Atma Jaya Yogyakarta".

Demikian surat keterangan ini dibuat atas permintaan yang bersangkutan agar dapat dipergunakan sebagaimana mestinya.



Yogyakarta, 1 Juli 2013

Wakil Dekan I,

FX. Endro Susilo, SH., LL.M.